Oklahoma Works!
Regional System Planning Component

Creating a unified regional plan is a Key component of building a system and creating alignment between system partners. The plan establishes the common system goals and outcome and will guide the regional system partners in aligning programs and resources. The ultimate goal of the plan is to provide the operational framework for systemic, efficient and effective services. The plan will also provide a systemic process resulting in system partners jointly creating a talent pipeline of appropriately skilled and credentialed individuals supporting local ecosystems.

Creating a regional unified plan is an outcome of partner collaboration and consists of 4 key steps

1. _Data Analysis and information- Skills Validation: **Identification of skills gaps and barriers.** To craft an effective plan the region must first analyze data to have a clear understanding of:_
   a. The regions **ecosystem** and related labor market data. Includes engaging employers to validate the skills, credentials and degrees that are needed within the regional area
   b. The **regional demographics**; Population, age, gender, race education levels, graduation rates, number of degrees/ credentials/ certifications, skills levels and combinations of the above info. Also, per capita income trends, workforce participation rates, unemployment rates/ trends etc.
   c. The **key barriers and issues** that exist that prevent individuals from achieving the needed credentials.

2. _Program Design -Skills development: **After the above data analysis has been done, the system partners can design programs and strategies to address critical issues and develop the talent needed to support the regions key industries. The plan would include:**_
   a. **Common goals, objectives and outcomes** that the region must obtain in order to create the talent supply chain that is needed by regional employers- and potential future employers
   b. Joint strategies that will eliminate the barriers and fill the skills gap that exist between what employers need (demand) and what is in the pipeline (supply).
   c. Use of the **Career Pathways** model in P-20 program design.
   d. Results of **Service and process mapping** and establishment of a regional service delivery approach
   e. A description of how system partners will **design and use their programs and resources** to meet the common system goals, objectives and outcomes. The plan will outline how common services such as assessments will be conducted and shared, how referrals between partners will be handled and how customers will be served throughout the system.
   f. A Description of comprehensive service to **regional businesses.** It will describe how system partners will collaborate to **engage employers,** provide employer services and share **business intelligence**.

3. _Program and curriculum implementation- Skills attainment: **The result of the plan should be that job seekers and students have the skills, credentials and degrees needed to support regional business retention, expansion and attraction. Thus, the plan will serve to:**_
   a. Guide system partners in **implementing their re- designed programs** and curriculum
   b. Provide process for serving **common clients** through the designed service delivery approach
   c. Describe how partners will contribute to the **talent supply chain** that is needed within the regional area
   d. **Ensure that talent supply meets talent demand**

4. _Program and system outcomes- Skills matching: **The plan will be a success if goals and outcomes are achieved and if system customers have the skills, credentials and degrees that are in demand and can be matched with regional employers. Employers must be able to easily find the talent that they need. Plan results will include:**_
   a. Meeting the plans **measurements and metrics** and using them to guide the region in evaluation of their plan and processes- and a process for **continuous improvement**
   b. **Customer satisfaction** results including employer feedback on their ability to find needed talent
   c. Meeting regional **system certification** standards
   d. **Wealth creation** metrics
   e. Use of **Okjobmatch.com** as the system talent repository, so that employers can be told they can find Oklahoma talent here. All employers and job seekers/ students will have access to this on-line tool
   f. Documentation that **Supply meets demand**.

Result- Jobs follow Talent- a comprehensive systemic approach produces more Oklahoman's with the right skills needed by employers; supports business attraction, expansion and retention; Leads to higher paying jobs; increases per capita income and wealth creation; facilitates efficient and profitable businesses; provides efficient and effective customer service and supports Oklahoma's economic development efforts.